

Touch

keeping in

December-January

Down to the Wire and Counting on a Miracle

□ Rev. David Farrell

With the deadline looming, now just weeks away, both the UFMCC and MCCLA capital

COVER STORY
campaign committees are pulling out all the stops in their efforts to secure the balance of the funds needed to close escrow on our beautiful new building in West Hollywood.

The short-term goal of the campaign is to raise the \$1 million required for the down payment by the close of escrow, plus move-in costs. Though the total is over the \$900,000 mark, we still need to raise more than \$300,000 in cash.

Can we do it? When any member of either of the campaign committees is asked, the answer is a resounding "yes!" The women and men who have

worked so hard on this effort share a vision for the UFMCC and MCCLA. They have hoped, worked, dreamed and prayed, and are now "putting legs on their prayers," as Rev. Elder Troy Perry is fond of saying. "They're doing what they need to do and expecting a miracle!"

Members of the MCCLA *Dare to Dream* committee are completing an all-member canvas, urging each member to claim a portion of ownership in their new home.

Meanwhile, Rev. Elder Perry has made presentations at eighteen MCC churches, with thirteen more scheduled in Ohio, Minnesota, Iowa, Nebraska, and Colorado, in five weeks. The churches who have invited Rev. Perry to bring the *For the Next Generation* campaign to their churches have been most gracious and generous. I have accompanied him on some of the visits, and can testify that his presentations have been electrifying. The response from members of MCC congregations, large and small, has been truly amazing. They are

□ **One of the** recipients of the annual Rainbow Eagle Awards at MCC New York is greeted by Rev. Pat Bumgardner and Rev. Perry.



excited, filled with enthusiasm for the project, and have been very, very generous.

Rev. Perry remains committed to not only raising the down payment, but to the long-range goal of paying off the property within three years. His personal goal is to visit every MCC congregation, sharing with them his dream for the future of UFMCC. Your church will receive a Campaign Visit Packet in the near future, telling each pastoral leader about this extraordinary opportunity to spend an evening with the Founder and Moderator of this Fellowship.

GAY AND LESBIAN VETERANS

Rev. Perry Keynotes New York Vets

Rev. Elder Troy Perry, U.S. National Chaplain for the American Federation of Veterans, was the keynote speaker at the Gay Lesbian Bisexual Veterans of Greater New York's fourth annual Rainbow Eagle Awards ceremony on November 10th. The ceremony and reception were held at MCC New York, and many testified to the healing they experienced in bringing their sexuality, their

faith, and their service in the military together as one identity. Many also testified to the power and passion of Rev. Perry as he recounted the changes our people have brought to the military as well as to society. He challenged the 100 veterans and awardees gathered to be the prophetic, spiritually cen-

Bands, Babies, and Buildings . . .

Russian River MCC of Guerneville, California, has officially changed their name to **MCC of the Redwood Empire** by unanimous consent of its congregation. □ **Rev. Ken Hull, Sr.** has been installed as pastor of **Angel of Hope MCC**, Green Bay, Wisconsin. □ **Rev. Brent Hawkes** was recently awarded the Global Citizen Certificate by the Toronto Branch of the United Nations Association, for his outstanding contributions to local, national and/or international issues. □ **Kathy Roe**, a member of **MCC Lubbock**, Texas, is a member of the Idalou High School Band, which received a 1st division marching contest rating and advanced to the regional level of competition. □ **Elsa Martinez** of the Fellowship staff recently performed in a music video by the late Tejano star Selena. □ **Hope Peppard** of Olympia, Washington, was recently awarded the Richard W. "Ajaie" Hicks Scholarship Award, given to a youth who is active in AIDS education, AIDS prevention, or social justice. Hope is pursuing a pre-med degree and has a goal to become a pediatrician specializing in treating patients with AIDS. □ **New Spirit MCC**, Cincinnati, Ohio, has initiated a program to feed the homeless twice a month. **Tree of Life MCC**, Ypsilanti, Michigan, joins them to feed 80-100 people every Monday evening. □ **Rev. Susan and Kathy Sawyer-Hilty** recently adopted **Jacob Emmanuel**, born August 24. Susan and Kathy are members of **Good Samaritan MCC**, Whittier, California. □ MCC new works are being considered in both Boulder, Colorado and Cheyenne, Wyoming. □ **Rev. Thomas Friedhoff** celebrated his ordination recently in Hamburg, Germany, with **Rev. Elder Hong Tan** in attendance. Rev. Friedhoff is the first clergy in Germany to be ordained. □ Global Outreach Sunday proved to be a huge success this year. More than \$5,000 has been raised to date! □ **Faith Eternal MCC** of Springfield, Illinois, has just purchased their own three-building complex. They hope to move in by the first of the year. □ **MCC Lubbock**, Texas, has set a goal to have their first service in their new building on December 3rd. □ **MCC Greenville**, South Carolina, has entered into negotiations on their Lloyd Street building, and is being considered by several banks. □ **Rev. Christine Oscar** celebrates 12 years as the Pastor of **St. Mary's MCC** on December 3. □ **Marsha Stevens** has donated 90 tapes to the **Southwest District Prison Ministry**. Also, a special offering of over \$400 for the Prison Ministry was taken up at the Southwest District Conference.

tered, and disciplined agents of change. "God has called the gay, lesbian, bisexual and transgender community to be whole."

Rev. Perry's address was the highlight of the ceremony, attended by Congressperson Jarrold Nadler, Senator Cathryn Abate, and Manhattan Borough President Ruth Messinger. Awardees for humanitarian service and improving the quality of life for all people included Ruth Messinger, Cliff Anchor, Michelle Benecke, Charles Lehman and Rev. Pat Bumgardner.

Rev. Perry also served as the grand marshal for the GLB Veterans contingent, who marched as an officially-recognized contingent in the Veterans Day Parade in New York on November 11th. Said Rev. Perry, "The changes that have occurred in the past ten years are phenomenal. We GLB Vets marched to the applause and shouts of 'thank you' from the crowds lining the parade route. Thank God, for the bravery and courage of our people in coming out for human rights in every walk of life."

In contrast, ten years earlier the banner of GLB Veterans was slashed with a straight-edged razor by a man lunging forward from the crowd of spectators.

Feeling honored to be a part of this special celebration, Rev. Perry stated, "In the Creator's eyes we are all God's Children. On this very special day of reflection, we are inspired by the love and compassion echoed in the Golden Rule, and dedicate this spirit of human camaraderie to all those who served with honor and commitment, and especially to those who died for a country they cherished deeply. What an honor it is for me to be with and represent the women and men who still continue on in that tradition and yet selflessly sacrifice so much while serving in the shadow of Don't Ask - Don't Tell. This too will pass."

MINISTRY OF GLOBAL OUTREACH

GO Goes to Mexico

In October, Elder Larry Rodriguez and Rev. Judy Dahl, Administrator of Global Outreach, went to Guadalajara, Mexico for the Latin



American Ministries Conference. This journey provided them with an opportunity to celebrate the connections that UFMCC has made in that area of the world. About 30-35 people attended all or part of the conference over a three-day period. Workshops and meetings were designed both to inform and to instruct participants in MCC church life. Great food and festive social activities blessed all those in attendance.

WE ARE EVERYWHERE

Evans Featured at Skills Building Conference

Rev. Herbert Evans, UFMCC transfer clergy, was recently featured as a presenter-facilitator at the 1995 National Skills Building Conference in Los Angeles, October 19-22. Skills Building is now the largest AIDS conference in the country, attracting over 2000 delegates nationwide. As the UFMCC's representative to the AIDS National Interfaith Network, he also served as faculty this year. He moderated the ANIN AIDS Institute, "AIDS Ministry: Sharing Models, Supporting Lives," and also co-facilitated a workshop entitled, "Prevention AIDS Ministry: Care Is Not Enough!" He introduced the MCC Peer Education Project to the conference, featuring the video as



□ **Above**—Members of the New Area Committee for Mexico are, from left, Rev. Tomás García, Assistant Area Coordinator; Rev. Jorge Sosa, Area Coordinator; Rev. Dahl; Eduardo Cruz, Treasurer; Ivan Gonzalez, Lay Representative. Seated, Paco Galvan, clerk; Elder Rodriguez. **Below**—Sunday morning service in Guadalajara was a time of celebration and praise.

well as the use of UFMCC pamphlets that deal with homosexuality and gays and lesbians in the Bible. He also convened a workshop entitled "The Clergy and HIV: Personal and Professional Approaches," where he discussed life in the professional clergy as a PWA.

MAKE PLANS FOR SUMMER

Leadership Conference: August in Burbank

Arrangements have just been announced to host the 1996 UFMCC Leadership Conference at the Burbank Airport Hilton and Convention Center in Burbank, California. The date of the conference is August 1 through 4, 1996. The theme for the conference will

be "The Gospel for a Global Generation." Details concerning programming and registration will be announced in the next *Keeping in Touch*.

STRATEGIC GROWTH INITIATIVE UPDATE

1996 UFMCC Clergy Support Survey

□ Rev. Elder Don Eastman

Virtually every experienced observer of growing churches will emphatically assert that effective pastoral leadership is one of the most predicable prerequisites for sustained growth in the local church. Yet what is often overlooked is the importance of adequate support for the very individuals whose effectiveness is so vital to the church's success.

George Barna, who operates a market research group specializing in needs of churches, has conducted a study of 1,033 pastors of local churches in North America. In his 1993 book, *Today's Pastors*, Barna says of pastor's salaries "No matter how you slice and dice the figures, they are well below the national average"

for median annual income, given the occupational experience and educational achievements of most pastors. He raises the important question, "how well are we looking after the financial, emotional and spiritual welfare of our spiritual leaders to ensure retention of people who prepared for and have heavily invested themselves in the church vineyard?"

Another study of financial compensation for church personnel is now conducted on an annual basis by Christian Ministry Resources. *The 1995 Compensation Handbook for Church Staff*, written by James F. Cobble and Richard R. Hammar, presents survey data from over 1,600 churches in the USA. Although the salaries of clergy in Metropolitan Community Churches have improved substantially in recent years, this study suggests that salaries of UFMCC clergy are significantly less than current averages in other churches.

Within the next month, all UFMCC clergy will receive the 1996 UFMCC Clergy Support Survey questionnaire. Clergy will be asked to provide information on financial compensation for 1995, and for other rele-

vant data. The initial report on this data will be provided to the 1996 UFMCC Leadership Conference in August. This data, along with other information provided, will help local churches plan more equitable financial compensation for their clergy and other employees.

CREDENTIALING UPDATE

Defining and Implementing New Process

The Clergy Credentials and Concerns Committee (CCCC) is continuing to work on implementing the new credentialing process approved at General Conference in Atlanta, Georgia. Some recommendations for clarification were presented to the October General Council meeting as the process continues to unfold. The CCCC transition team of Rev. Pat Bumgardner and Rev. Steve Torrence will continue as a consulting and training team until October 1996 to help the new Director of Clergy Development and to assist the new Board of Ordained Ministries in each district. Rev. Bumgardner and Rev. Torrence stress that they are available to assist all those in process during this time of transition, and can be contacted for any questions or clarifications.

The 1995 Annual Certificate of Clergy Status forms have been mailed. UFMCC Clergy are asked to read and complete these forms and return them by the deadline date of February 1, 1996. The deadline date has changed for this year only. All future status forms will be due on Jan. 1st. Clergy are urged to read these forms carefully as changes have been made. If you are a UFMCC Ordained or Licensed Clergy and have not yet received your status form please contact the CCCC Office Administrator, Nancy Fackrell, at 213/464-5100 ext 219.

Letters will be mailed out in the next few weeks to Candidacy Students (formerly Student Clergy), and Formation Students (formerly In-Care), clarifying their status and advising them of the next steps to be taken. These letters will include application forms for Formation or Candidacy.



DOING JUSTICE

Rev. Mel White

How many times have you been asked, "Are you on-line yet?" Getting defensive? I don't

blame you. However, it is a question we can't escape. Already, 78 of our 286 congregations (27%) and 89 of our 334 clergy (20%) are on line.

I admit that going on-line further complicates our lives. A glut of new information floods us at the speed of light, and anyone who wants our attention can get it with an instant E-Mail message. There are also endless new ways to be distracted: chat lines, forums, bulletin boards, news and information services, etc. And it costs money.

However, that flood of information inspires and informs our preaching and teaching. We can reply to those E-Mail messages with one sentence and a flick of a finger, and we have immediate access to a wealth of new data. For the size of the investment, we become far more productive. The bottom line is that we live at a moment in time when instant access to fast-breaking information, and to each other, may make the difference between life and death. Let's use Internet and the WorldWideWeb wisely and creatively to share Christ's Good News with the world, to help do justice for all God's children who suffer, and to keep in touch with each other in a whole new way.

Does your church have a justice team at work? Is there a network of local individuals or gay-friendly organizations in your community? Are you organizing to register gay-friendly voters in your community? If not, contact me for ideas: Post Office Box 609 Ennis, Texas 75120 Fax 214/875-4858 E-Mail: RevMel@aol.com

Pastor's Salaries in the USA

0 - 99	\$ \$ \$	\$29,657
100 - 299	\$ \$ \$ \$	\$38,346
300 - 499	\$ \$ \$ \$ \$ \$	\$50,699
500 - 749	\$ \$ \$ \$ \$ \$ \$	\$55,407
750 - 999	\$ \$ \$ \$ \$ \$ \$ \$	\$60,292
Above 1000	\$ \$ \$ \$ \$ \$ \$ \$ \$	\$67,646

Note: Above amounts are for only full-time pastor's base salary, including auto and housing allowances. Source: Christian Ministry Resources 1995 Compensation Handbook for Church Staff.

UFMCC Pastor's Salaries in the USA

0 - 50	\$ \$	\$15,560	Range: \$4,800 to \$34,550
51 - 100	\$ \$ \$ \$	\$20,778	Range: \$14,000 to \$29,000
101 - 200	\$ \$ \$ \$ \$	\$32,002	Range: \$22,439 to \$53,600
201 - 300	\$ \$ \$ \$ \$ \$	\$34,780	Range: \$28,580 to \$45,700
Above 300	\$ \$ \$ \$ \$ \$ \$	\$39,946	Range: \$33,400 to \$53,600

Note: Above amounts include all items in full-time pastor's compensation package except health, life and disability insurance. Source: 1994 UFMCC Clergy Support Survey.

The new Clergy Manual will be ready for distribution in December. All Ordination Candidates will need to use these new forms to apply.

UFMCC DISTRICT ACTIVITIES

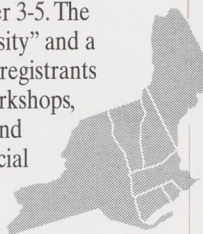
In Common at District Conferences: Short Business!

It seems that the prevailing style in district business meetings echoed the tone of General Conference in Atlanta last summer: short and efficient. Many of the district meetings held around the country in the past

several months report unprecedented harmony and meeting of minds in record time and with a minimum of discord. Great trend!

☐ Northeast District Conference

The Northeast held their annual District Conference in Albany, New York on November 3-5. The theme was "Diversity" and a record number of registrants participated in workshops, worship services and social events. Special guests at the conference included Father John McNeill, Rev. Elder Darlene Garner,



UFMCC Chair of the Commission on Laity JoNee Shelton, and Moonhawk Riverstone. The Conference opened Friday at noon with a number of workshop offerings, a welcoming ice cream social hosted by MCC of the Hudson Valley, and a diversity worship service. Saturday, clergy and lay delegates met and concluded business by 12:30 p.m., which included electing district officers and amending the proposed budget to reflect three-quarter time for the district coordinator. The new district officers are: Barb Crabtree, Assistant District Coordinator; Terry Keister, Clerk; Frank Moreno, Treasurer; Danny Gonzales, District Lay Representative; and Rev. Jill Farnham, Clergy Advocate. After a catered buffet luncheon, Father John McNeill presented the keynote address on "Diversity as it Applies to Gay and Lesbian Christians." The remainder of the afternoon was filled with more exciting and informative workshops and affinity-group sharing. The evening was spent in music and laughter as local and district talent entertained at the AIDS Benefit Concert which also featured singer/comic Lyn Lavner. Sunday morning, Rev. Elder Darlene Garner electrified the worshippers with her sermon on Paul's letter to Philemon. The conference closed with the Annual Awards Brunch Buffet.

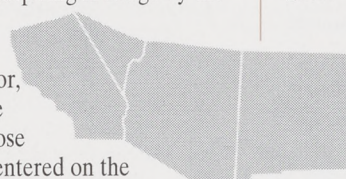
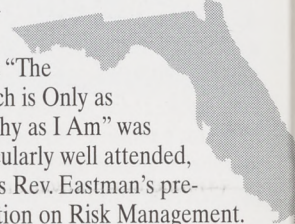
☐ Southwest District

Members and friends of the churches of the Southwest District gathered in beautiful San Diego, California to conduct the business of the district, to worship together as a family, and to enjoy a time of fellowship. The weekend began with an opening worship service on Friday, November 3, with an inspiring message by the Assistant District Coordinator, Rev. Diane Miller, whose message centered on the theme for the conference — "Transforming the Heart." The closing worship service on November 5 was accentuated by the dynamic and uplifting preaching of Rev. David Farrell, who will be retiring as pastor of MCC San Diego in December after twenty years. Adam DeBaugh, the keynote speaker, challenged the

district to continue to plumb the depths of what it means to be a community. Conference attendees returned home by plane, train and automobile, renewed and transformed, awaiting next year's gathering in Phoenix, Arizona.

☐ Southeast District

Great Lakes District Coordinator Judy Dale, MCC Louisville Pastor Rev. Dee Dale, and liaison Elder Rev. Don Eastman were among the featured guests at the Southeast District Conference themed "Strength In Service" on the weekend of November 3-5. About 158 registrants participated in the three-day event which was held at the oceanfront Howard Johnson Resort in Deerfield Beach, Florida. The "Dales" captivated the crowd assembled for worship on Friday evening as they preached a sermon together. Judy's workshop about "The Church is Only as Healthy as I Am" was particularly well attended, as was Rev. Eastman's presentation on Risk Management. Rev. Eastman also spoke poignantly from personal experience about dealing with the Religious Right at the Sunday morning concluding worship service. The Church Lady of Miami was really in her element as she chaired the "Odd-To-See" Masquerade Ball on Saturday night. What a cast of characters! A Canadian tourist family happened to be standing in the lobby as a group of elegant "ladies" paraded by. Suddenly the teenage son blurted out "But mom, they're all guys!" The business meeting concluded in a record time of only 75 minutes. St. Petersburg MCC Associate Pastor Rev. Teena Carpenter was elected Assistant District Coordinator, and Ron Bush, Joy MCC Orlando, was elected for a third term as District Lay Representative. District Coordinator Judy Davenport presented service awards to retiring committee members Rev. Michael Nikolaus from Christ MCC Miami, and Rev. Linda Beane from Breaking the Silence MCC Cocoa.



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□ **Left**— Southwest District Conference was held in San Diego. The rapid business agenda left time for the best of district conferences: worship and fellowship. **Below**— It's a dirty job, but . . . Taking care of registration desk duties were Jean Pederson and Joseph Whittaker.



□ **Mid-Atlantic District**
“I Will Build My Church” was the theme of the Mid-Atlantic District Conference November 3-4. Two hundred people joined together representing sixteen churches and two special works. The focus for the conference was church growth and development. Rev. Mike Piazza and Rev. Irene Travis were the special guest speakers. Rev. Piazza spoke not only on church growth, but also on building the church for the twenty-first century, while Rev. Travis focused on

family life ministries and small group ministries. The one hour, 45 minute business meeting resulted in elections for district offices, approval of the new district Standard Operating Procedures and 1996 budget, numerous district reports and the beginning of the nominations process for district coordinator. The conference was held in Hagerstown, Maryland. Currently, there is no MCC in Hagerstown. However, during the conference Open Door MCC held a meeting with

local individuals concerning the possibility of starting a cell group ministry. Butch Lingerie, an excellent comedy-musical duo, performed as well as the DC Gospel Choir and many other talented musicians.

HOLIDAY GIVING SUGGESTION

... and a Partridge in a Pear Tree

Say Merry Christmas to *Keeping in Touch* by using the return envelope enclosed with this issue. If you have appreciated our new format and graphic presentation, here's an opportunity to help improve and expand it. We're determined to present MCC churches to the world in the best possible light. To do that, we must make a commitment to ongoing improvement in both technique and technology. You can help: Our next goal is to bring graphic production in-house with state-of-the-art hardware and software. Your support will be a tremendous help!

A FELLOWSHIP OF PRAYER

God, Hear Our Prayers

For our Jewish sisters and brothers and all the world as we grieve the loss of **Yitzhak Rabin**. □ For the Mother of **Rev. Elder Wilhelmina Hein** who underwent massive emergency surgery, twice, for bowel cancer. She seems to be making a miraculous recovery, so keep up the wonderful prayers. □ For **Bill Eure** (spouse of **Rev. Michael Piazza**) who's father died in early November. They returned early from a trip in Europe to attend to arrangements. □ For **Rev. Elder Troy Perry** as he travels and visits over twenty churches in the next two months. May he be given renewed strength and energy. □ Continued prayers are requested for **Rev. Elder Wilhelmina Hein** as she recovers following reassignment surgery. She will be recuperating at home during the next two months and is grateful for all the love and good wishes received to date.

DECEMBER/JANUARY CHRONICLES

Top 20 Tithes

1. MCC of the Resurrection, Houston \$5,217.25
2. Sunshine Cathedral MCC, Ft. Lauderdale \$3,399.57
3. King of Peace MCC, St. Petersburg \$2,389.21
4. MCC Washington, Washington \$2,277.91
5. MCC Toronto, Toronto \$2,180.22
6. MCC Austin, Austin \$1,856.95
7. MCC Los Angeles, Los Angeles \$1,377.45
8. MCC San Francisco, San Francisco \$1,323.53
9. First MCC of Atlanta, Atlanta \$1,320.39
10. MCC Tampa, Tampa \$1,274.63
11. MCC New York, New York \$1,217.59
12. Church of Our Savior MCC, Boca Raton \$1,177.20
13. Open Door MCC, Boyds \$1,176.10
14. St. John's MCC, Raleigh \$1,133.93
15. MCC Richmond, Richmond \$1,102.37
16. All God's Children MCC, Minneapolis \$1,061.30
17. MCC Charlotte, Charlotte \$1,048.54
18. MCC Charleston, Charleston \$1,035.89
19. Harvest MCC, Denton \$1,000.25
20. Gentle Shepherd MCC, Phoenix \$971.43

(These figures reflect the 10 percent of each local church's monthly income that is reported to Fellowship headquarters.)

Top 20 Per Capita

1. MCC of the Disciples, Washington \$49.15
2. MCC of Greater Hayward, San Lorenzo \$42.83
3. Open Arms MCC, Rochester \$26.43
4. MCC San Jose, San Jose \$24.36
5. Harvest MCC, Denton \$23.59
6. MCC of the Resurrection, Houston \$23.50
7. New Hope MCC, Santa Rosa \$23.40
8. MCC Johnson County, Shawnee \$23.04
9. Gentle Souls MCC, Kansas City \$23.01
10. Open Door MCC, Boyds \$22.84
11. Lamb of God MCC, Anchorage \$21.45
12. New Life MCC, Charlotte \$20.98
13. MCC Baltimore, Baltimore \$20.79
14. Eternal Light MCC, Lacey \$20.51
15. MCC Charleston, Charleston \$20.47
16. Trinity MCC, Arlington \$19.99
17. Church of the Resurrection MCC, Chicago \$19.75
18. MCC New Haven, New Haven \$19.50
19. Divine Peace MCC, Madison Heights \$19.31
20. Church of Our Savior MCC, Boca Raton \$19.20

(These figures reflect the average individual weekly offerings to the local church.)



1977: Troy Perry's "Fast For Justice"

Members of the congregation of MCCLA joined Rev. Troy Perry on the steps of the Federal Building in Los Angeles, singing "We Shall Overcome" as Rev. Perry began what he described as a "fast to the death" in protest of an anti-gay California ballot measure. From Sept. 6 through Sept. 21, Rev. Perry publicly fasted on the steps of the Federal Building in downtown Los Angeles. The stated goal of the fast was to raise \$1 million to fight the so-called "Briggs Initiative," a voter referendum which mandated a ban on hiring of gay and lesbian school teachers in the state.

The fast ended after sixteen days when the financial goal was realized, and the Briggs Initiative was eventually defeated by the voters of California after bitter public debate and the mobilization of the statewide gay and lesbian community.



SOCIAL ACTION/HIV-AIDS

Rev. Perry at White House Conference

Rev. Elder Troy Perry was invited to attend the first-ever White House Conference on HIV/AIDS on December 6, 1995.

Approximately 200 people have been invited to attend this day-long

event. The purpose of the conference is to provide an opportunity for examination of the impact of HIV and AIDS on the American population. "The intent is to make the country aware and develop information for President Clinton, and to demonstrate the commitment of the Clinton Administration," according to Dr. Scott Hitt, Chair of the Presidents Council.

GENERAL COUNCIL/FIRST READINGS

Fellowship Business: Your Comments are Requested

The General Council invites UFMCC members to give their input to the following motions that were passed by the Council as First Readings. They will be submitted for final adoption as Second Readings at the March 1996 Council meeting. Please submit any written responses to the clerk of the General Council through UFMCC International Headquarters by January 15, 1996.

95.10.CL.03 FIRST READING: Move that the General Council adopt the following Policy for Implementing the Flexibility Clause "The Flexibility Clause should be applied in the most narrow context. Providing for flexibility (variance) of any Bylaw provision must be viewed with a clear understanding of precedent. The application of the Flexibility Clause should pertain to matters of extraordinary

circumstances. The Corporate & Legal Division of General Council will receive any requests for application of the Flexibility Clause. At the request of a District, a form will be sent asking for the following information: (1) the variance being requested, including the relevant Bylaws citation; (2) what the requested flexibility will allow; (3) result if no change is allowed; (4) any alternative resolutions; and (5) any other information, documentation, etc., deemed pertinent. Applications will be acknowledged by Corporate and Legal. Corporate and Legal will consider the request and prepare for the General Council a report and recommendation for their consideration. Final action on any request under the Flexibility Clause will be taken only by the full General Council. In circumstances deemed by Corporate and Legal to be of an emergency nature and requiring immediate determination, the Corporate and Legal Division and the Executive Committee of the Board of Elders will have the

Clergy Approved for Ordination in July 1995

Rev. Andy Braunston
Rev. Nancy Brown
Rev. Charlene Buck
Rev. Houston Burnside
Rev. Michele Carmody
Rev. Gina Chapman
Rev. Lori Dick
Rev. Alan Eddington
Rev. Ken Ehrke
Rev. Jill Farnham
Rev. Robert Finch
Rev. Thomas Friedhoff

Rev. Roberto Gonzalez
Rev. Maurice Hinson
Rev. Nancy Horvath
Rev. Jane Jerome
Rev. Wayne Lindsey
Rev. James Lynch
Rev. James Martin
Rev. Carolyn Mobley
Rev. Stephen Moore
Rev. Michael Nikolaus
Rev. Teresa Nunn

Rev. Eva O'Diam
Rev. Janet Parker
Rev. James Richards
Rev. Barbara Sagat
Rev. Jerry Seay
Rev. Andy Sidden
Rev. Jan Skaggs
Rev. Maggie Tanis
Rev. Peter Trabaris
Rev. Mona West
Rev. Paul Whiting

Clergy Newly Licensed in July 1995

Rev. Kathleen Baker
Rev. Brenda Blizzard
Rev. Teena Carpenter
Rev. Robert Clark
Rev. Roy Cole
Rev. James Dennison
Rev. Shane G.J. Desautels
Rev. Karen Dickman
Rev. Tony Freeman
Rev. John Haack
Rev. John Hankins
Rev. Gina Hartung
Rev. Barbara Haynes
Rev. Susan Heiskell
Rev. Ronnie J. Helms

Rev. Ivor Holman
Rev. Kenneth G. Hull, Jr.
Rev. Kenneth G. Hull, Sr.
Rev. David F. Jarvis
Rev. Ruth Jensen
Rev. J. Dwayne Johnson
Rev. Timothy Koch
Rev. Linda Laster
Rev. Evan LeBlanc
Rev. Denise Leopold
Rev. Jeremiah Lyon
Rev. B. Rex Van Alstine
Rev. Kermie Wohlenhaus

Rev. C.E. Lewis
Rev. Robert McDill
Rev. James McManus
Rev. Sandy O'Steen
Rev. Catherine Porter
Rev. David Regnaud
Rev. Bill Rethford
Rev. Frank Scarlett
Rev. Jose Scholtes
Rev. Sharon Sloat
Rev. R. David Smith
Rev. Randy Votsch
Rev. Claudia Jane Wolf

authority to make the determination on the request. They will advise the General Council of their action at the next Council meeting for ratification.

**95.10.GC.46 FIRST READING:
Move to approve Policy for
Pilot Projects Program.**

Definition: The Pilot Project Program is a UFMCC ministry developed to provide funds to create stronger and healthier districts/Global Outreach (GO) areas. Districts/GO can submit proposals to access UFMCC tithe funding for projects that would result in the spiritual and numerical growth of their local churches.

Measurable growth is the underpinning and/or overarching principle of this fund. Any request must ultimately address the issue of how this money will facilitate spiritual or numerical growth in the local church. This fund is not a maintenance or benevolent fund. It is a development fund. There are five stages in the Pilot Project process: (1) application; (2) criteria for selection; (3) screening requests; (4) funding approval; and (5) monitoring/evaluating. We recommend that the development of procedure for all five stages be referred to the Fellowship Staff to be outsourced. Justice, as evidenced by equity, accessibility, and diversity, must be the overriding value with regard to this funding and that demonstrated need be the top priority. Therefore, priorities for funding will always be viewed through the lens of justice and will be in the following order: (1) demonstrated need; (2) potential for producing growth; and (3) ability to provide resources that can be used in other locations. General Council will evaluate the Pilot Project Program but will not determine which individual projects are funded. No more than 15% of the Pilot Project Funds are to be used for administrative costs.

**95.10.GC.57 FIRST READING:
Move to revise the General
Council policy concerning late
tithes and pension payments
to read:**

"When a local congregation is two months in arrears on their UFMCC tithes and/or

District assessments, the District Treasurer, on behalf of the District Committee, will notify by letter the Board of Directors of that church, with copies sent to the Pastor/Interim Pastoral Leader, the Lay Delegate(s), and the District Coordinator. It is then the responsibility of the District Coordinator, or his/her designee, to initiate a dialogue with the Pastor/Interim Pastoral Leader, the Board of Directors, and Lay Delegate(s) of that local congregation in order to address the reason(s) for the congregation being in arrears. The District Coordinator may serve as a resource to the leadership in working through the problem or refer them to other resources. If the local congregation is not able to pay past due tithes within 30 days, the District Coordinator will assist the Board of Directors in working out a written mutual agreement with both the Fellowship and District Treasurers for paying current tithes and assessments on time and making regularly scheduled payments on past due tithes and assessments. If the Board of Directors, Pastor/Interim Pastoral Leader, and/or congregation are unwilling to work out a written mutual agreement, the matter is referred to the District Committee. The District Committee has a range of possible actions it may take in interacting with a local congregation that refuses to honor its financial responsibilities to the UFMCC. It may decide that further dialogue with the local congregation is needed in order to remedy misunderstanding or miscommunication, or it may determine that further action is needed. Such actions may include one or more of the following: (1) deny voting privileges for the Lay Delegate(s) and Senior Pastor of that church at District Conference. (General Council delegates its authority to invoke Article V.B.5. to the District Committee under these circumstances and requires that such actions by the District Committee shall be reported to the General Council.); (2) bringing charges, if warranted, against the Pastor of that church for disloyalty; (3) removing from office the Pastor/ Interim Pastoral Leader of a new work; (4) removing from office one or more members of the Board of Directors of a new work; (5) rescinding approval for the Pastor/Interim Pastoral Leader

EMPLOYMENT OPPORTUNITY

DISTRICT COORDINATOR

FULL TIME

South Central District

Background check and drug screen will be required

SCD Nominating Committee
Jean Strickland, Chair

9610 Teasdale
Austin, Texas 78753
512/834-9204
Page 512/613-7095

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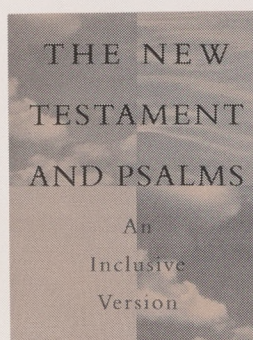
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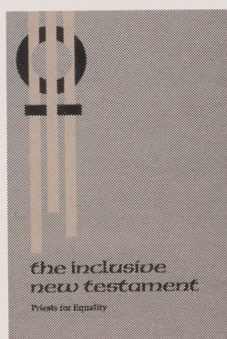


The New Testament and Psalms: An Inclusive Version

Oxford University Press

Several prominent Biblical scholars, theologians and educators collaborated to produce this adaptation of the New Revised Standard Version. Going beyond the NRSV, it replaces "all gender-specific language not referring to particular historical individuals, all pejorative references to race, color, or religion, and all identifications of persons by their physical disability alone." Many other terms including references to God and Christ, plus other God-language such as "Lord," "King," "kingdom," gender references to angels and Satan, and more are considered. A very progressive version considered "urgent," "challenging," and "of utmost significance."

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The Inclusive New Testament

Priests for Equality

A dynamic translation, inclusive in its broadest sense, produced by Priests for Equality, an international Roman Catholic movement. It is a new translation and a "re-imaging of scripture and our relationship to them." Human and God-language are considered, and they were further attentive in creating a "critical feminist interpretation." Mutuality and equality of human relationships are stressed, including references to marriage terminology to acknowledge and value "non-traditional relationships." This version focuses on marginalized people: women, ethnic and racial minorities, lesbians and gays, and those typecast in terms of their afflictions. Praised as a "monumental achievement," and "life-giving," this version will resonate with many audiences. BP0095 \$17.95

of a commissioned church, thereby removing that person from office; (6) dissolving a new work; (7) requesting General Council to withdraw approval of commissioned church status from a church; and (8) recommending to the General Council that the Charter of a church be revoked. When a local congregation in the USA is one quarter in arrears on its assessments to the Board of Pensions USA, that Board will notify by letter the Board of Directors of that church, with copies sent to the Pastor/Interim Pastoral Leader, the Lay Delegate(s), and the District Coordinator of the District of that church. The District process for interacting with a local church in arrears on its pension payments is the same as for late tithes."

HOLIDAY SEASON REFLECTIONS

Christmas, and We Were There

□ Rev. Nancy Wilson

This year will be the second Christmas MCC Los Angeles has spent without a physical church home of our own due to the 1994 Northridge earthquake.

The last Christmas Eve we spent at our Washington Boulevard property was memorable. It was warmer than usual. The music, candles and decor were perfect in our still-being-

completed, but elegant wood, stone and stucco sanctuary.

It was packed, and it felt like home. Our brand new social hall and offices were beautiful and decorated for Christmas. We were home, we thought. Then, the morning of January 17, 1994 changed our plans, our location, and any level of feeling secure or at home we may have been enjoying!

This past Sunday, at our deacon training class, we were planning for our fourth sanctuary and fifth office move in less than two years. We've been meeting on Sundays at a fairly run-down elementary school gymnasium for nearly a year and a half. Almost all of the deacon trainees had come to MCCLA during our "exile at the gym." While most members are happy to be leaving this situation in the next several weeks, the deacon trainees were feeling some sadness. Willa, one of the candidates, piped up and said, "I didn't realize there were basketball hoops in the sanctuary for months. To me, it was a church and I just didn't see the hoops!" Garret concurred saying, "Not until I had to help hang the banners did I see the hoops!"

Lowell commented that though he had never been to our Washington Boulevard sanctuary, he found himself telling the story of the earthquake and its aftermath to friends and family as if he had been there. "I have to catch myself, and remember that I wasn't actually there. I feel like I've re-written my own history sometimes."

The event, the story of the earthquake, and its impact on MCCLA is so embedded in the consciousness of every member and friend, it belongs to all of us, and to many of the rest of you in MCC's all over the world.

Some of our members are surprised that newer members are so attached to our temporary, and not-very-lovely location. But it makes sense to me: It's the place where they found our community, where they reconnected with God. That plain brick wall and that same silk flower arrangement is

KEEPING IN TOUCH DEC 95-JAN 96

Keeping in Touch is a monthly publication of the Universal Fellowship of Metropolitan Community Churches. We are a church of the lesbian and gay community, open to all. Our mission is to call people to new life through the liberating gospel of Jesus Christ, confront injustice through Christian social action, and create a community of healing and reconciliation. *Keeping in Touch* may be freely copied for distribution in UFMCC. Portions may be reprinted in UFMCC church publications, with attribution. For other distribution, please request permission. Subscriptions are free upon request. Send address changes, news and ideas to: *Keeping in Touch*, 5300 Santa Monica Blvd, #304, Los Angeles, CA 90029; (213) 464-5100. Deadline for each issue: 15th of previous month.

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the back-drop for every communion they have taken -- joyfully and sometimes tearfully.

Did Mary and Joseph notice the bales of hay surrounding the crude wooden manger that cold Christmas ever so long ago? Did the smell of cattle or other barnyard animals intrude on the miraculous moment of parenthood and incarnation? Did the very humble surroundings detract from, or enhance the visit of the

shepherds, or of the mysterious gift-giving Magi?

When they left there, did they take one last look at the place that became *their* only place when there was no room for them at the inn? Did they have just a little hesitation as they left the place where Hope was born?

And though we weren't there ourselves, many of us, two thousand years later, sometimes secretly in our

hearts feel like we really were. Were *you* there? We must have been there! There at the birth of the Savior, the friend of sinners, the one who came that we might be forever reconnected to the God who created us.

Will you be there this Christmas Eve? In whatever grand or humble location your MCC calls home? However humble, will you allow Hope to be born in you again? Merry Christmas.

FELLOWSHIP STAFF CHRISTMAS-NEW YEARS 1995-1996

Happy Holidays from All the "Happy Merry Workers" at UFMCC International Headquarters!



Dave Martin



Bob Heydt



Margaret Mahlman



D. J. Bowling



Dana Cagle



Erik Topp



Frank Zirilli



Rev. Kit Cherry



Nancy Fackrell



Nathan Meckley



Ravi Verma



Rev. Judy Dahl



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POSITIONS AVAILABLE

Resumes being accepted until Dec. 31 for position of UFMCC Director of Clergy Development. Contact Ravi Verma for job description and further details. 213/464-5100.

PASTORAL SEARCH: Divine Peace MCC, loving, open, commissioned church seeks part time pastor willing to move with us towards a full time ministry. We are located in metropolitan area with employment, educational, cultural opportunities. For information write Pastoral Search Committee, P.O. Box 71938, Madison Heights, MI 48071.

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